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# SafetyWorks! Newsletter for a Safer Workplace, Winter 1999

Maine Department of Labor

Maine Bureau of Labor Standards

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Winter 1999

# SafetyWorks!

*Quarterly news for a safer workplace*

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## A Look at Behavior-Based Safety

An increasingly popular approach to safety management [behavior-based safety (or behavioral safety)] is a system for reducing injuries by observing and correcting unsafe actions. It stems from the belief that the majority of injuries result from unsafe employee behavior.

According to Dan Petersen, a consultant and author specializing in safety management and organizational behavior, "Typically, behavior-based safety is a process of involving workers in defining the ways they are most likely to be injured, seeking their involvement and obtaining their buy-in and asking them to observe co-workers in order to determine progress in the reduction of unsafe behaviors." ("Behavior-Based Safety Systems: A Definition and Criteria to Assess," *Professional Safety*, Jan. 1997)

Recently, followers of behavioral safety have voiced concern that the system focuses too narrowly on employee behavior and does not pay enough attention to possible organizational causes of accidents and injuries. While employee behavior may be the immediate cause of many injuries, the root cause often lies in the management system. Poor design, incorrect installation, faulty maintenance, and bad management decisions are major contributors to accidents, and must not be overlooked.

"A peer observation and feedback process alone will not be successful in changing an organization's safety culture,"

according to Michael Gilmore, president of Safety Performance Systems of Blacksburg, Virginia. "In many cases, system-level causes of at-risk behavior must be addressed for lasting improvement to occur...An observation and feedback process is but one component of an effective safety culture." ("A Total Safety Culture" based on a presentation at Maine Safety and Health Conference, Sept. 1998)

### Behavior-Based Safety in Portland

David Gibbs, safety coordinator for the City of Portland, says their two-year old behavior-based safety effort "forces everyone to be involved—everyone from the top tier to line employees." The program allows his organization to focus on what's really hurting people. Despite the cost, the time it's taken to implement, and initial employee resistance, Gibbs believes it's a success in that it is "absolutely increasing awareness."

Nancy Lessin, president of Local 9267, United Steelworkers of America, is critical of the behavioral approach. "Promoters of these [behavioral safety] programs contend that workers' unsafe behaviors are responsible for an employers' injury and accident experience. But "behavioral safety" programs ignore the system of work that underlies the

"choices" workers make on their jobs. Work pace, work load, quotas, staffing patterns and other "pressures for performance" too often promote worker injury and illness." (from "Workers Need Real Rights")

Is behavioral safety just another management fad or an effective tool for reducing injuries? For Petersen, it's a small piece of a successful safety program: before behavioral safety will work, management must change the environment that leads to unsafe behavior through improvements in engineering, work methods and changes in management systems.

*Lynne Lamstein, director of outreach and education for SafetyWorks!*



## Behavior-Based Safety

### Example of Data Sheet for Observation of Employee Behavior

Date \_\_\_\_\_ Observer No. \_\_\_\_\_

Location \_\_\_\_\_ Weather: Sun Snow Rain Hot Cold

Safe Unsafe

#### 1.0 Walking

- 1.1 Eyes on Path
- 1.2 Ascending/Descending
- 1.3 Walking/Working Surfaces
- 1.4 Walk Pace
- 1.5 Body Mechanics

#### 2.0 Driving

- 2.1 Vehicle Inspection
- 2.2 Seat Belts
- 2.3 Observing Speed Limit
- 2.4 Observing Road Signs
- 2.5 Eyes on Road
- 2.6 Line of Fire

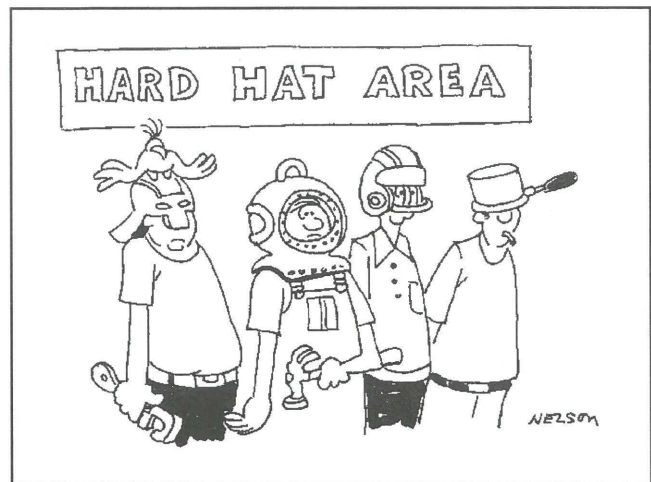
#### 3.0 Lifting

- 3.1 Bending at Legs
- 3.2 Keeping Load Close to Body
- 3.3 Overextending
- 3.4 Balanced Stance
- 3.5 Assistance

Comments \_\_\_\_\_

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## Drive Safely This Winter

Driving took a turn for the worse with winter's arrival. The toughest driving conditions are caused by freezing rain and ice because you have much less control over your vehicle. Here's how to stay safe on the road:

- Slow down; reducing your speed increases your chances of staying in control in bad conditions.

Increase your following distance. During good weather, defensive drivers try to maintain a 2 1/2 to 3 second cushion. Increase the distance to 4 to 4 1/2 seconds in bad weather.

- Avoid sudden moves when braking, accelerating, or turning. Quick moves can make you lose control of your car, making a bad situation worse. If your car has anti-lock brakes, learn how to use them correctly—apply steady pressure; and don't "pump" them.
- If you find yourself sliding on ice, turn the steering wheel in the direction you want the car to go. If you turn the wheel too little, the car may not respond so you may have to turn it further. You may have to turn the wheel quite a distance to get the car to respond. It may be necessary to over-adjust to get the car pointed in the right direction. When the car is pointed in the right direction, turn the wheel back the other way.

Other hazards of winter driving include effects of temperatures, reduced visibility, and lack of traction.

**Temperature effects:** Try an experiment, take an ice cube out of the freezer. Notice that it becomes more slippery as it begins to melt. The same thing happens on the road. Ice at 30° is twice as slippery as ice at 0°.

**Reduced visibility:** You have to be able to see well to drive well. Not only does it get dark early, but road spray, snow, sand, and ice coat the windshield and lights making it more difficult to see or be seen. Keep a jug of windshield washer in your car and keep the reservoir filled. Make sure your defroster and windshield wiper blades are in good working order. Clean your headlights, just a little grime can make a big difference in light output.

**Lack of traction:** This is the inability to start moving, to go up hill or to negotiate snow. All three situations can cause anger, accidents and traffic jams. To get started, push down on the accelerator very gently and evenly. If the wheels begin to spin or slip, release the pedal and try again. Continue until you are underway. If you have to start with the steering wheel turned, apply power gently and move the steering wheel back and forth about 1/2 turn to flatten out a path for the front wheels. Remember, every spin of the wheels make the snow smoother and the ice slicker and decreases traction.



## Notes From the Field

In addition to driving safely, other issues arise during cold weather, such as snowmobile safety and safety on ice-covered walkways. During the ice storm in 1998, one topic which became deadly apparent was carbon monoxide poisoning: five people died due to carbon monoxide poisoning.

Carbon monoxide (CO) is a toxic gas which is colorless and odorless. It is produced as a by-product of incomplete combustion of a petroleum product, usually from gas- and oil-fired heating appliances or, to a minor extent, wood stoves. Last year's incidents were caused by blocked chimneys or flues; use of kerosene in stoves and in non-vented rooms, and generators which exhausted into living or work areas.

Tragedies can be prevented by following manufacturers'

instructions on all alternative heating devices, using the proper type of fuel, and using heating devices only in ventilated areas. Use combustion engines outdoors only (NOT in attached garages).

The best protection is to purchase a CO detector which will sound an alarm if there is a buildup of the gas. They are inexpensive and can save lives.

Beginning symptoms of CO poisoning are flu-like. If you feel these symptoms coming on and have heating devices operating or a combustion engine running, leave the building and call for emergency help. Do not go back into the building until it has been tested; most fire departments have CO test equipment.

*Dave Wacker, director of workplace safety and health*

## Outstanding Safety Efforts Recognized

In recognition of outstanding accomplishments in workplace safety and health, the Commission on Safety and Health in the Maine Workplace presented the following awards at the Maine Safety and Health Conference in September:

### 1998 LEADERSHIP AWARD

Presented to:

*Norman S. Elvin*

G&E Roofing Company, Inc.

*In recognition of leadership and commitment in the area of workplace safety and health in Maine.*

### 1998 SAFETY EDUCATION AWARD

Presented to:

*Maine Association of Vocational Education Administrators*

*In recognition of leadership in the area of workplace safety and health education for young workers and future workers in Maine.*

### 1998 SPECIAL RECOGNITION AWARD

Presented to:

*Maine Department of Professional and Financial Regulation*

*In recognition of significant achievement and high level of commitment to employee health and safety in the workplace.*

Terri Krass, president of Maine Association of Vocational Education Administrators, receives award from Governor Angus King



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The editors are Lynne Lamstein, director of outreach and education and Jonathan Lepoff, staff development coordinator. You may reach them by calling 624-6400. For more information about SafetyWorks!, use our toll-free number: **1-877-SAFE-345**.

## Post Your OSHA Log in February

You must post the right-hand side of the OSHA 200 log in a place where all employees can see it from February 1 through February 28, IF YOU ARE...

- a public-sector employer (state, county, municipal, school system, or quasi-government agency) with 11 or more employees at any one time in a calendar year—including unpaid volunteers and elected officials, or
- a "high-hazard" private sector employer with 11 or more employees at any one time in a calendar year. To find out if you are a "high-hazard" employer, call Steve Laundrie or Bob Leighton at 624-6400.

To register for free half-day classes on OSHA Recordkeeping on these dates:

February 9, 1999 in Wells

February 16, 1999 in Ellsworth

February 18, 1999 in Lewiston (public sector only)

or for other safety and health classes, call **SafetyWorks!** at 1-877-SAFE-345.

## Upcoming Safety & Health Classes JANUARY -MARCH

<u>TITLE</u>	<u>DATE</u>	<u>OFFERED BY</u>	<u>PHONE NUMBER</u>
Asbestos Inspector Refresher (Fairfield)	01-06	Klane's Education Info. Trg Hub	207-453-5348
Asbestos Management Planner Refresher (Fairfield)	01-06	Klane's Education Info. Trg Hub	207-453-5348
First Aid/CPR Instructor Development (Westbrook)	01-06,07	Maine Safety Council	207-854-8441
Asbestos Worker Refresher	01-08	Central Maine Technical College	207-755-5450
Asbestos Abatement Worker Refresher (Fairfield)	01-08	Klane's Education Info. Trg Hub	207-453-5348
Asbestos Air Monitor Initial (Fairfield)	01-12-13	Klane's Education Info. Trg Hub	207-453-5348
Lead Abatement Project Supervisor Refresher (Fairfield)	01-15	Klane's Education Info. Trg Hub	207-453-5348
4-Hour Employee Fire Extinguisher Course	01-18 & 03-01	Burgess & Associates Inc	800-773-2723
8-Hour Refresher for Hazardous Waste Operations	01-20	Safe-Tech Consultants Inc	207-773-5753
Asbestos Design Consultant Initial	01-20-22	Central Maine Technical College	207-755-5450
MSC Annual Meeting (Portland)	01-21	Maine Safety Council	207-854-8441
Hazwoper/Haz Mat 8-Hour Refresher (Fairfield)	01-22	Klane's Education Info. Trg Hub	207-453-5348
8-Hour Hazwoper/Emer.Response Refresher	01-25	Burgess & Associates Inc	800-773-2723
40-Hour Hazardous Waste Operations Course	01-25 thru 29	Safe-Tech Consultants Inc	207-773-5753
24-Hour Hazmat Technician/Incident Command	01-25,26,27	Burgess & Associates Inc	800-773-2723
40-Hour Hazwoper or Technician/Incident Command	01-25,26,27,28,29	Burgess & Associates Inc	800-773-2723
Ladder Safety and Fall Protection (Portland)	01-26	Maine Safety Council	207-854-8441
Ladder Safety and Fall Protection (Brewer)	01-27	Maine Safety Council	207-854-8441
Ladder Safety and Fall Protection (Caribou)	01-28	Maine Safety Council	207-854-8441
16-Hour Hazmat Technician Upgrade to 40 Hour	01-28,29	Burgess & Associates Inc	800-773-2723
Lead Abatement Worker Refresher (Fairfield)	01-29	Klane's Education Info. Trg Hub	207-453-5348
Lead Inspector Refresher (Fairfield)	02-01	Klane's Education Info. Trg Hub	207-453-5348
Environmental Care (Healthcare Ind.) (Westbrook)	02-02	Maine Safety Council	207-854-8441
Environmental Care (Healthcare Ind.) (Brewer)	02-03	Maine Safety Council	207-854-8441
Lead Designer Initial (Fairfield)	02-03-04	Klane's Education Info. Trg Hub	207-453-5348
Asbestos Abatement Project Supervisor Refresher (Fairfield)	02-05	Klane's Education Info. Trg Hub	207-453-5348
Project Supervisor Refresher	02-05	Central Maine Technical College	207-755-5450
Asbestos Inspector Initial	02-15	Central Maine Technical College	207-755-5450
ASHERA Designated Person/Asbestos Coordinator Initial (Fairfield)	02-15-16	Klane's Education Info. Trg Hub	207-453-5348
Forklift Train-The-Trainer (Brewer)	02-17	Maine Safety Council	207-854-8441
8-Hour DOT 181 Hazmat Employee Training	02-17	Burgess & Associates Inc	800-773-2723
Asbestos 2-Hour Awareness for Custodial/Maintenance Workers (Fairfield)	02-17	Klane's Education Info. Trg Hub	207-453-5348
Forklift Train-The-Trainer (Westbrook)	02-18	Maine Safety Council	207-854-8441
Asbestos Management Planner Initial	02-18,19	Central Maine Technical College	207-755-5450
8-Hour Refresher for Hazardous Waste Operations	02-18	Safe-Tech Consultants Inc	207-773-5753
Asbestos Operations & Maintenance (O&M)/OSHA Class III Worker (Fairfield)	02-18-19	Klane's Education Info. Trg Hub	207-453-5348
24-Hour Hazmat Incident Command	02-22,23,24	Burgess & Associates Inc	800-773-2723



## Upcoming Safety & Health Classes(Cont)

### JANUARY -MARCH

<u>TITLE</u>	<u>DATE</u>	<u>OFFERED BY</u>	<u>PHONE NUMBER</u>
Workers' Compensation Recordkeeping (Caribou)	02-23	Maine Safety Council	207-854-8441
DOT Initial Handling and Transporting HazMat	02-23-24	Safe-Tech Consultants Inc	207-773-5753
Workers' Compensation Recordkeeping (Brewer)	02-24	Maine Safety Council	207-854-8441
Workers' Compensation Recordkeeping (Portland)	02-24	Maine Safety Council	207-854-8441
OSHA 10-Hour Construction Program	02-25	Central Maine Technical College	207-755-5450
Asbestos Operations & Maintenance Worker	02-25-26	Central Maine Technical College	207-755-5450
8-Hour Refresher for Hazardous Waste Operations	02-26	Safe-Tech Consultants Inc	207-773-5753
8-Hour Industrial Employee SCBA Course	03-01	Burgess & Associates Inc	800-773-2723
OSHA 10-Hour Construction Program	03-02	Central Maine Technical College	207-755-5450
Hazwoper/Haz Mat 8-Hour Refresher (Fairfield)	03-03	Klane's Education Info. Trg Hub	207-453-5348
Lead Abatement Worker Refresher (Fairfield)	03-05	Klane's Education Info. Trg Hub	207-453-5348
NSC Supervisors Development/OSHA 30-Hour General Industry Training (Westbrook)	03-05 thru 04-02 Five Consecutive Fridays	Maine Safety Council	207-854-8441
8-Hour Entrant Attendant Supervisor	03-08	Burgess & Associates Inc	800-773-2723
16-Hour Basic Confined Space Rescue	03-08,09	Burgess & Associates Inc	800-773-2723
24-Hour Confined Space Rescue Technician	03-08,09,10	Burgess & Associates Inc	800-773-2723
8-Hour Confined Space Rescue Refresher	03-09	Burgess & Associates Inc	800-773-2723
Lock-out/Tag-out and Machine Guarding (Caribou)	03-09	Maine Safety Council	207-854-8441
Lead Risk Assessor Initial (Fairfield)	03-09-10	Klane's Education Info. Trg Hub	207-453-5348
Lock-out/Tag-out and Machine Guarding (Brewer)	03-10	Maine Safety Council	207-854-8441
Lock-out/Tag-out and Machine Guarding (Portland)	03-11	Maine Safety Council	207-854-8441
Lead Abatement Project Supervisor Refresher (Fairfield)	03-12	Klane's Education Info. Trg Hub	207-453-5348
OSHA 10-Hour Construction Program	03-13	Central Maine Technical College	207-755-5450
Asbestos Inspectrr Initial (Fairfield)	03-15-17	Klane's Education Info. Trg Hub	207-453-5348
40-Hour Industrial Firefighter Basic Training	03-15,16,17,18,19	Burgess & Associates Inc	800-773-2723
8-Hour Refresher for Hazardous Waste Operations	03-17	Safe-Tech Consultants Inc	207-773-5753
16-Hour Industrial Fire Brigade Live Fire Course	03-18,19	Burgess & Associates Inc	800-773-2723
Asbestos Abatement Worker (Fairfield)	03-19	Klane's Education Info. Trg Hub	207-453-5348
Asbestos Worker Refresher	03-19	Central Maine Technical College	207-755-5450
8-Hour Industrial Fire Brigade Officer Basic Course	03-19	Burgess & Associates Inc	800-773-2723
8-Hour Refresher for Hazardous Waste Operations	03-19	Safe-Tech Consultants Inc	207-773-5753
OSHA 10-Hour Construction Program	03-20	Central Maine Technical College	207-755-5450
DOT Hazardous Materials Refresher Course	03-23	Safe-Tech Consultants Inc	207-773-5753
8-Hour Supervisors' Course/Hazardous Waste Operations	03-26	Safe-Tech Consultants Inc	207-773-5753
OSHA Recordkeeping (Caribou)	03-30	Maine Safety Council	207-854-8441
OSHA Recordkeeping (Brewer)	03-31	Maine Safety Council	207-854-8441
OSHA Recordkeeping (Portland)	04-01	Maine Safety Council	207-854-8441



*Quarterly news for  
a safer workplace*

*Winter 1999*

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#### FROM THE DIRECTOR

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For most businesses and organizations, accurate and complete data is essential to making sound management decisions. The "business" of workplace safety is no exception. Employers and safety and health teams need good data to fully understand their workplaces so they can reduce their injury and illness rates. To prevent accidents and illnesses, you must know what accidents have happened in the past, who has been injured, how the injury or illness happened, and how often the illnesses and injuries are occurring.

Between OSHA logs, incidence reports, accident investigation forms and workers' compensation reports,

## *Inside* **SafetyWorks!**

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most employers have valuable data that can help them develop strategies to prevent injuries and illnesses. To effectively use that wealth of information, you must know how to access and interpret it.

That's where SafetyWorks! can help. Our Research and Statistics Unit can help you understand and use your data. We can produce individual company profiles of your workers' compensation reports to help you target problem spots. We offer courses in OSHA recordkeeping. And we produce annual publications on statewide injury and illness statistics.

Call our staff of statisticians if you have any questions about your data or if you need help setting up useful injury and illness recordkeeping systems. Call us toll-free at 1-877-SAFE-345.